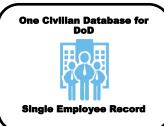# DEFENSE CIVILIAN HUMAN RESOURCES MANAGEMENT SYSTEM (DCHRMS) FACT SHEET

DCHRMS is the Department of Defense Future Enterprise Solution for Integrated Civilian Human Resources Management Across All Service Departments and Fourth Estate Components

DCHRMS is a cloud-based Human Resources (HR) system that takes advantage of Oracle's Fusion Human Capital Management Base Cloud Service to provide a single civilian personnel service capability. DCHRMS is integrating six (6) different databases into one, making it more flexible to share information between Components, while standardizing and streamlining personnel processes — better enabling civilians that support the Warfighter, and their Families. DCHRMS will provide these guiding principles:

One Civilian Database for DoD

Single Employee Record

Increased Efficiencies with Business Processes

Accurate Data for Analytics

Self-service for Managers

Self-service for End-users

EFFICIENCIES GAINED

DCHRMS Will Provide Efficiencies in the Following Areas:

⇒ **Reengineered or New Automated Business Processes**

⇒ **Simplified Roles and Responsibilities**

⇒ **Reduction in Time-to-Hire**

⇒ **Streamlined Nature of Actions**

⇒ **Standard but Flexible Workflow**

INITIAL FUNCTIONALITY WILL INCLUDE:

- ◆ REQUEST FOR PERSONNEL ACTIONS
- ◆ TRANSFERS
- ◆ BUSINESS INTELLIGENCE
- ◆ RECRUIT TO FILL
- ◆ CLASSIFICATION
- ◆ COMPENSATION
- ◆ SINGLE EMPLOYEE DATABASE FOR DOD
- ◆ INTERFACES WITH COMPONENT SYSTEMS

ACTIONS REQUIRED FOR DEPLOYMENT:

- ◆ DATA CLEANSING AND MIGRATION
- ◆ ORGANIZATIONAL CHANGE MANAGEMENT
- ◆ STRATEGIC COMMUNICATIONS
- ◆ END USER TRAINING
- ◆ END TO END ACCEPTANCE TESTING
- ◆ DEPLOYMENT DECISION

KEY FACTS

- ◆ CHANGE MANAGEMENT ACTIVITIES MUST BE COMPLETED PRIOR TO DEPLOYMENT
- ◆ INITIAL OPERATING CAPABILITY MUST NOT IMPACT KEY HR MASS PROCESSING EVENTS
- ◆ ALL CRITICAL GAPS MUST BE MITIGATED PRIOR TO IOC
- ◆ DCHRMS LOOK AND FEEL WILL BE A HUGE PARADIGM SHIFT
- ◆ TRAINING WILL BE KEY TO DEPLOYMENT SUCCESS